

## F.Y.I.

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## DIRECTOR'S AWARD GOES TO JOHN KIELY

This year's Michigan Department of Corrections Director's Award was presented to John W. Kiely, acting physical plant supervisor for Ryan and Mound correctional facilities.

Kiely and his crew work to ensure that the facilities remain in good repair and are ready for ACA re-accreditation.

Both facilities were singled out by the accreditation auditors for being outstanding.

Kiely takes a hands-on approach to maintenance and at one time worked 12 hours on the roof of a facility to repair the air conditioning. His professionalism and leadership style inspire others to go the extra mile.

Through his example he has improved the morale and professionalism of his staff which has



Gov. Jennifer M. Granholm and Wardens Raymond Booker and Andrew Jackson join MDOC Director Patricia L. Caruso as she presents the Director's award to John Kiely.

improved the overall performance of the maintenance departments at both facilities.

The Director's Professional Excellence Awards are given annually to employees who are considered exceptional in their job performance and the Director's Award is given to one employee from among those selected for

the Professional Excellence Award.

In the case of the Director's Award and the Professional Excellence Award, the nominations are reviewed by the appropriate Executive Policy Team member. They are then presented to the entire Executive Policy Team for a final decision.

## GOVERNOR GRANHOLM JOINS VIDEO CONFERENCE



Governor Granholm, Lynette Holloway and Director Caruso address staff located in video conference rooms across the state.

Thirty-seven separate MDOC locations linked with staff in three Central Office conference rooms for Governor Jennifer Granholm's video conference address during State Employee Appreciation Week.

Granholm greeted staff and received a warm welcome from each location. She commended staff for their work. The Governor also offered her support to the director and thanked the director and corrections employees for the job they do.

"You are the best we have to offer," said Gov. Granholm. "And you often don't get the credit."

Director Patricia Caruso also took the opportunity to praise staff for their hard work and commitment.

"You have important and difficult jobs and those jobs take strong and courageous employees," said Director Caruso.

Sprint Nextel once again donated bridging services and technical support at no cost to the State. The bridge is the system that allows the video rooms to dial in and hear one another. Lynette Holloway, Telemedicine/Video Conferencing coordinator was in charge of the technical aspects of the video conference.

"Staff from each location did an outstanding job with their part of the video conference," said Holloway. "The folks at Sprint Nextel were also very helpful as they have been in the past."

## MCA Miniconference scheduled for June 23

The Michigan Corrections Association's 2006 summer mini-conference *Staff Division and Conflict Resolution* is scheduled for June 23, 2006 at Lake Superior State University. Seven hours of training credit has been approved for employees attending the conference.

Presenters include Joe Bouchard, Baraga Correctional Facility Librarian and Mike Plourde, Institutional Training Officer, Alger Correctional Facility.

Employees who are approved to attend will be considered to be working and not on administrative leave. However, due to the continuing budget constraints facing state government, reimbursement will not be provided for registration or travel expenses nor is the use of state vehicles permitted.

The cost of the conference is \$35 for MCA members, \$45 for nonmembers and \$55 for a combined conference and MCA membership. Conference cost includes attendance, continental breakfast and lunch. For more information call 800-455-9906.

## Vision and Values Committee presents update



From left: Jackie Nadeau, James Brown, Director Caruso, Warden Sherry Burt, Kristie Dunn, Pam Nelson and Joe Bouchard assist with the vision and values roll out

The MDOC vision and values committee presented an update at this year's wardens' meeting.

Vision and values committee member Joe Bouchard, Baraga Correctional Facility Librarian, explained the benefits of implementing vision and values within the department.

Highlights of the plan include creating a positive culture and improving worksite efficiency. The committee is also developing an action plan that would integrate the four core values into the work place daily. The information will then be made available to staff.

"We must make sure we are listening to staff and soliciting their feedback," said Warden Sherry Burt, vision and values committee member. "We need better communication."

The committee started their work by requesting input from staff with a 10-question survey. They received 1,654 responses and the prominent themes included a need for fairness, open and honest feedback and integrity over image. Also included in those responses were requests to stop pre-selection, recognize staff for the work they do, solicit their feedback and hold staff accountable for their actions.

"Everyone wants the same thing," said Warden Burt. "Overall people do a good job. They just want to be treated fairly and to feel valued."

Wardens participated in an exercise that illustrated the power of labels and the effect it has on performance.

"When you label people it detracts from the work to be done," explained Burt. "You can have trouble getting started because you're so caught up with the labels."

Leadership training coordinator Mike Montgomery outlined the importance of positive feedback and effective training for supervisors.

"We are good managers," said Montgomery, "But that's not the same as leadership."

Revised Policy Directive 01.01.100 will be released soon. The revision includes a new subject line: Department Vision, Mission, and Values. The policy revision was drafted by the Statement of Purpose workgroup of the Vision and Values Action Committee to better reflect the department's vision and mission.

# Communications Compass

## by the Vision and Values Action Committee

“I am lost! I don’t know where I am!”

Imagine that you are disoriented in thick and impenetrable woods. You have no idea how to find your way out. You are without a GPS, cell phone, flare, and the most basic tool to help with bearings—the compass. Without those tools, can you imagine the helplessness of not knowing where to go?

**This is the first in a series of articles written by the Vision and Values Action Committee as part of their efforts to illustrate the ideals and goals of the committee.**

In departmental communications, as in finding our way out of the forest, a compass will not work unless all points are present. If east is missing from the compass, you’re still lost. All directions of communication flow are equally important.

If we do not know where we are and where we are going, we are effectively lost. Do we always have our bearings in the realm of information exchange? Our jobs would be much easier if we had a communications compass.

It has been said that communications is a two-way street. Certainly, we benefit from data sharing between two parties rather than a one-way lecture. Listening and talking are complementary actions with equal weight.

It is not so simple, though. In fact, the two-way street of information exchange can be expanded into four points on a compass.

There are four elements or directions of the communications compass and they correspond nicely with the four main compass points. They are up the chain of command, down the chain of command, to peers, and to colleagues at other worksites.

Up the chain of command—Information flows from line staff, through various levels, to site supervisors. An example of this is seen in a total prison shakedown. As each area completes their search, they report what is found up the chain of command.

Down the chain of command—Guidance and directives descend the information pyramid, through levels of supervisors, into the hands of all employees. An example of this is the dissemination of a new Policy Directive.

To peers—Facts, theories, and observations move among peers of all classifications. This lateral movement of information forms the foundation of much of the data that keeps us safe. For example, an officer observes

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## Communications Compass by the Vision and Values Action Committee

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different prisoner seating arrangements during a meal and alerts other staff. If this is a prisoner with perceived influence, the information possibly contains a warning of importance.

To colleagues at other worksites—Prisoner dynamics do not cease at the fence. With our many prisons, we know that offender interaction transcends facility limits. The same should always be true among staff at different institutions. It is our duty to pass crucial information to all worksites as needed. For instance, when an institution transfers a prisoner who was prominent in orchestrating a disturbance, the receiving facility should know of this.

A compass will not work for you unless you know how to use it. You really have to know where you are and the general direction of your objective. By using the communications compass, we can find our way through the tangle and uncertainty of information.

## VOLUNTEERS ARE HONORED



The Boys and Girls Club of Sault Ste. Marie Board of Directors was named the Volunteer Group of the Year at the United Way's 20th Annual Recognition Luncheon.

From left front row: Kit Spring, Elizabeth Shute, Kathy Olson, Jen Sheppard, Nicole Kott. From left back row Steve Gordon, Paul VanWagoner, Tawnya Nantelle and Victor Preli at the national volunteer week celebration.



## VINNI'S CHILDREN'S CHARITY GOLF OUTING

Mark your calendar for the Fourth Annual Vinni's Children's Charity Golf Outing. Each year family and friends gather to host the golf outing to raise money for the Ronald McDonald House of Detroit. All proceeds will go directly to the Ronald McDonald House.

This year's event will take place Friday, June 9 at the Fieldstone Golf Course in Auburn Hills, 1984 Taylor Rd., Auburn Hills. Shotgun start is at 11:30 a.m. Registration begins at 10:00 a.m. and the driving range and practice facility will be open.

Fees for the 18-hole scramble include range balls, the practice facility, prizes, contest and lunch. Cost is \$110 per golfer or \$440 per foursome. Please register by June 2. For more information contact Cary Adragna at 248-821-8007 or 517-241-6288.



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## AGENT RECEIVES LIFESAVING AWARD



From left: Agent Andrew McHugh  
and FOA Region III Deputy  
Administrator Todd Boyd.

Manistee County Probation/Parole Agent Andrew McHugh was recently presented with the department's Lifesaving Award. PA McHugh was staying in a hotel in Ann Arbor while attending firearms training. While there, he administered CPR to a man who had been found at the bottom of the pool and was not breathing.

Agent McHugh has been an EMT since 2002 and is currently working on becoming a licensed EMT Specialist. In addition he is a part-time firefighter and EMT for the Grand Traverse Rural Battalion 5.

## Cops on Doughnut Shops raise awareness for LETR



Corrections Officers joined with other law enforcement professionals on the roofs of Krispy Kreme Doughnut shops across the state to raise awareness and funds for the Law Enforcement Torch Run (LETR) Special Olympics.

The second annual Cops on Doughnut Shops across Michigan was held on Friday, May 5. Krispy Kreme locations in Lansing, Grand Rapids, Troy and Allen Park hosted the law enforcement volunteers.

“This is another example of the outstanding support Special Olympics receives from corrections professionals throughout the year,” said Mike Marutiak, LETR director.

The Lansing Police Department will join in the Lansing MDOC torch run/walk in September.

Nearly 3,000 Special Olympics Michigan athletes will compete at the 2006 State Summer Games.

To qualify for the State Summer Games, these athletes put in numerous hours of intense training and dedication, which will shine through as they go for the gold.

They strive to win but most of them find joy in just competing and experiencing personal triumph, and the experiences they gain make lasting impressions on who they are and what they can achieve.

To support the Special Olympics of Michigan State Summer Games visit [www.somi.org](http://www.somi.org), call 800-644-6404, or watch for LETR events at your work location.



From left: Mike Marutiak, manager SAI; Twyla Snow, CFA admin. assist.; Sgt. Darin Southworth, Lansing Police Department; Laura Keiser, dental assistant, RGC; and Officer Drew Macon, LPD spend some time on the roof of the Lansing Krispy Kreme shop.

## **NEWBERRY CORRECTIONAL FACILITY ANNOUNCED AS EMPLOYER OF THE YEAR BY NEWBERRY CHAMBER**

The Newberry Correctional Facility was recently named employer of the year for 2005 by the Newberry Area Chamber of Commerce at its annual awards dinner.

“We are proud to have been selected for this honor,” said Warden Barry Davis. “The entire staff is very grateful for the recognition of the commitment that this institution and its employees have for this outstanding community.”

From left: Chamber of Commerce President Kevin Vanatta and Warden Davis.

